



U.S. Fish and Wildlife Service



Evaluation Statement

PD Number:	123613
FPPS PD No.:	S000409
FWS Title:	Engineering Equipment Operator
OPM Title:	Engineering Equipment Operator
Pay Plan, Series & Grade:	WG-5716 : Engineering Equipment Operating Series-10
Full Performance Level:	10
Is Interdisciplinary PD?	NO
Additional Series:	
Employing Office Location:	varies
Duty Location:	varies
Organization Structure:	1st Subdivision: US Fish and Wildlife Service 2nd Subdivision: REGION 3rd Subdivision: 0:SPD Organization Code 4th Subdivision: 5th Subdivision:
Supervisor Signature:	
Supervisor Title:	
Supervisor Sign Date:	
Approving Official Signature:	
Approving Official Title:	
Approving Official Sign Date:	
Classifier Signature:	CECILIA KING
Classifier Title:	Service Classification and Compensation Manager
Classifier Sign Date:	8/15/2012 2:32:00 PM
Standards Used to Classify the Job:	OPM Federal Wage System Job Grading Standard Federal Wage System Job Grading Standard for Engineering Equipment Operation, 5716, TS-4 January 1969

Series Justification:	The position requires the performance of the following duties: operates a variety of gasoline and diesel powered engineering and construction equipment, both wheeled and crawler type traction models, with attachments. Also, excavates, backfills, compacts, grades, and/or level earth to fine specifications. The duties match the series definition of an Engineering Equipment Operator, WG-5716.
Title Justification:	The prescribed title for non-supervisory positions in the WG-5716 series is Engineering Equipment Operator.
Grade Justification:	
Additional Justification:	This SPD is one of three SPDs developed for the WG-5716 series (grade levels 8, 9, and 10), use depending on the requirements of the field station(s) assigned. The former SPDs# (WG-08 S000055, WG-09 S000056, and WG-10 S000058) were originally established back in 2003, and at that time none were not intended to be designated as an FF position. In 2005/2008, two of the three SPDs (S000055 and S000056) were erroneously submitted and certified for secondary/administrative FF special retirement coverage, which created a conflict in personnel record -keeping. PDs/SPDs certified for special retirement coverage (FF/LE) are intended for use only for those instances where needed - not general use. The certification cannot be revoke due to potential retirement coverage issues that may arise. To maintain a cleaner numbering connection between the three grade levels (WG-08, 09, and 10), new SPDs are being established.
Additional Position Information:	Position Sensitivity: Non-Sensitive-Low FLSA: Non-Exempt Drug Test Required: Y Financial Disclosure: N

Narrative Factors:

Factor I: Skill and Knowledge:

A high degree of skill is required in the safe operation of a wide variety of equipment in order to grade surfaces to rough or fine specifications by adjusting attachments while the equipment is in motion. Examples of the types of equipment used include: dozers (above the D-6 size); loader (front end); loader/backhoe; dump truck; straight truck (hauling small equipment); truck/tractor (hauling large equipment); farm tractors with implements; excavator; road grader; draglines; and earthmovers.

Ability to operate equipment to specific instructions in all types of terrain, in remote and confined areas. Employee must plan basic approaches to accomplish tasks in all types of terrain while considering soil composition arrangement, and must know the purpose and limitations of a wide variety of equipment and attachments. In addition, good foot, hand, and eye coordination is required to operate controls simultaneously; the operator must have good depth perception and a high degree of concentration to cope with rough terrain.

Comprehensive knowledge of equipment maintenance and repair and ability to service and repair equipment when necessary.

Knowledge of safety rules and regulations to ensure safe use of the equipment and to prevent injury to self, co-workers, or property.

Knowledge and ability to use computers in order to input maintenance data into the Service database.

Factor Justification

This factor covers the nature and level of skill, knowledge, and mental application required in performing assigned work. Positions vary in such ways as the kind, amount, and depth of skill and knowledge needed, as well as in the manner, frequency, and extent to which they are used.

By reference to the grading standard, this position description exceeds the WG-8/9 whereas the employee operates crawler tractor or motor grader to excavate, backfill, grade, or level earth to rough specifications on such projects as breaking ground for trails, roads, canals, tunnels, dams, or constructions sites. This position meets the WG-10 level in that the employee moves earth on steep slopes, graded curves and shoulders, rocky or soft ground, hilly forests, and other surfaces with similar rough features.

This position does not meet the definition of a WG-11, based on the fact that the employee is not required to work on extremely difficult terrain which requires greater skill to maintain the fine grade because the vehicle is subject to sudden lateral movement.

It exceeds the WG-8/9 level in that the operator is required to have a more knowledge of a variety of soil composition and conformation and features of the terrain to determine the proper approach according to the condition of the surface and subsurface.

This position exceeds the WG-8/9 of the standard where employees at this level must have more skill in order to grade surfaces to rough or fine specifications by adjusting attachments while the vehicle is in motion and on all types of terrain.

This position requires good depth perception and a high degree of concentration in addition to hand, foot, and eye coordination and therefore meets the WG-10 level.

Factor II: Responsibility:

A high degree of skill and concentration is necessary to grade surfaces to fine specifications and to operate in rough terrain. The worker is responsible for operating in a safe manner to prevent injury to self or others, or damage to equipment. Oral or written instructions and/or work orders (via SAMMS) concerning the locations of the job, and the work to be done are given. The employee plans basic approaches to each assignment and work is done without direct supervision. More detailed instructions are provided with new, unusual or irregular work assignments. Employee is expected to manage assigned projects and activities, establish priorities, accommodate workload emergencies and take on numerous projects concurrently. The supervisor provides assignments and sets project standards. Employee is expected to use a high degree of self-reliance and initiative to determine the most effective means of accomplishing project goals.

Factor Justification

This position exceeds the WG-8/9 level in this factor due to the work is generally performed on irregular terrain, close to buildings, drop-offs, or other obstructions. Surfacing to fine specifications is normally performed on flat or rolling terrain.

It meets the WG-10 level in that the employee is required to perform the more difficult tasks of rough grading the earth to the general contour desired as well as fine surfacing on flat or rolling terrain. Employee is expected to manage assigned projects and activities, establish priorities, accommodate workload emergencies and take on numerous projects concurrently.

It does not meet the WG-11 level, whereas at the WG-11 level the operator works without direct supervision in all areas.

Factor III: Physical Effort:

Very strenuous effort is required in the operation and frequent adjustment of large pieces of equipment and attachments, often under adverse operating conditions. Considerable strain is caused by the constant vibration of the equipment and the jolting received from operation of the equipment

over rough surfaces. Location of the controls and attachments frequently requires work in awkward or strained positions.

Factor Justification

The position meets the WG-10 level where more frequent adjustments under more adverse operation conditions are required.

Factor IV: Working Conditions:

Work is performed in all types of weather often in an open driver's seat. Due to operations of large and complicated equipment, often in rough terrain, the operator is exposed to injury resulting from equipment overturning, and is subject to noise, vibration, dust, and fumes from machinery. Caution must be exercised to avoid injury from moving machinery and breaking cables, and other difficult circumstances.

Factor Justification

The position meets the WG-10 level whereas the employee performs the more difficult tasks and is exposed to injury due to often working in rough terrain. It does not meet the WG-11 level since the operator does not spend a considerable amount of time paying close attention to the attachments.